

I. WEST CARROLL SPECIAL SCHOOL DISTRICT DIFFERENTIATED PAY PLAN 2014-2015

Directions: For each element of the district’s differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The West Carroll Special school district will pay additional funds for the following additional instructional responsibilities;</i></p>	<p><i>Compensation for each of these positions will be given as a stipend paid out twice in a year. One payment in the fall and one in the</i></p>	<p><i>Eligibility for each of these extra duty positions was open to all level 4 and level 5 teachers. 48% of West Carroll teachers would</i></p>	<p><i>Learning Leader Trainers-10725.00</i></p> <p><i>Mentor Teachers- Est. 7000.00</i></p>	<p><i><1.0%</i></p>

	Learning Leader Trainers Mentor Teachers ACT Enrichment Leaders Each person selected for the positions will apply through an application process and must be at least a level 4 or 5 teacher. Each position will have a job description outlining duties and responsibilities.	spring. Learning Leader Trainers will each receive 1650.00 Mentor Teachers will receive 1000.00 each ACT Enrichment Leaders will each receive 500.00	qualify to apply for these positions. We anticipate the following number of teachers receiving these awards Learning Leader Trainers-6.5 teachers Mentor Teachers-Est. of 7 teachers ACT Enrichment Leaders- 3 teachers will be selected	ACT Enrichment Leaders – 1500.00 Total cost for 2014-2015 = 19225.00	
Education					
Experience					
Other					

II. Salary Schedule (Required Section)

WEST CARROLL SPECIAL SCHOOL DISTRICT 2014-2015 SALARY SCHEDULE

YRS-EXP	BS	MS	MS+30	EDS	DOC
0	32516	34732	36900	37578	40789
1	33779	36036	38206	38107	41373
2	33851	36106	38277	38107	41373
3	33931	36188	38357	38725	42063
4	34274	36596	38730	39513	42943
5	34683	37085	39237	40339	43829
6	35129	37906	39818	41443	45030
7	35560	38265	40659	42333	45991
8	35990	39404	41849	43594	47385
9	36410	40248	42784	44541	48410
10	36821	40432	42948	44929	48592
11	37461	41766	43878	45681	49627
12	37714	41766	44041	45874	49836
13	38129	42385	44999	46855	50909
14	38622	42589	45181	47046	51090
15	39015	43501	45684	48060	52190
16	39015	43501	45684	48060	52190
17	39591	44260	46946	48909	53132
18	39591	44260	46946	48909	53132
19	40257	45025	47770	49776	54106
20	40257	45025	47770	49776	54106

The West Carroll Special School district will also give salary equity pay to each teacher in the following categories;

0-5 yrs experience = 300.00 6-10 yrs experience = 500.00 11-15 yrs experience = 700.00 16-20 yrs experience = 900.00

1. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

The West Carroll Special School District will allocate future state funding increases in a combination of both across the board and differentiated pay. All decisions concerning future funding increases will be based on the needs of the West Carroll Special School District.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

The eligibility for all positions listed above is based on the effectiveness of the teacher. Only level 4 and 5 teachers are eligible to apply. Each position has a set criterion that must be met in order to receive compensation. Partial completion is not accepted and will forfeit all compensation. Learning Leader Trainers will attend a state initiated training and will return to the district to train other staff members. The time required is outlined in the Learning Leader application. The mentor teachers will work with new teachers in classroom management, school related procedures, classroom evaluations, instruction and delivery and all other aspects of being a new teacher. The mentor teacher will schedule weekly visits and will record communications between the mentor and mentee. They will work together to ensure the success of the new teacher. The mentor will submit monthly reports to the district office of all activities that have taken place between the mentor and the mentee.

The ACT Enrichment Leaders will meet during the summer and complete the curriculum/pacing guides for ACT enrichment. They will research resource materials for use in ACT enrichment class. They will provide assistance to teachers, provide in-service to teachers and perform others duties assigned by the principal or supervisor of instruction.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

The West Carroll Special School district formed a differentiated pay committee. This committee consisted of teachers, administrators, board members and parents. The committee met four times during the second semester to review various forms of differentiated pay

plans and to discuss the type of plan to be used in the West Carroll Special School district. During the meetings, discussion was held on the various kinds of compensation and the various roles and responsibilities associated with this compensation. After several meetings, the committee concluded that the West Carroll Special School district would use extra roles and responsibilities for extra pay as the basis for our differentiated pay plan.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Any future growth would depend on additional funding and the educational needs of the West Carroll Special School district. We do anticipate that our plan will go through some forms of change simply because the needs of the district will change year to year.

